

10 May 1976

## MEMORANDUM

SUBJECT: Requirement for EP Level Positions for the  
IC Staff

1. To fulfill its responsibilities under Executive Order 11905 the IC Staff will need four EP level positions, one more than currently authorized. These are:

<u>Title</u>	<u>Current Grade</u>	<u>Proposed Grade</u>
Deputy DCI for the Intelligence Community	EP-04	EP-03
Associate Deputy DCI for the Intelligence Community	EP-05	EP-04
Director, Office of Program and Budget Development	EP-05	EP-05
Director, Office of Performance, New Evaluation and Improvement		EP-05

Justification for the grades of these positions is given in the following paragraphs.

2. Deputy Director of Central for the Intelligence Community  
(EP-03)

#1

Executive Order 11905 created two Deputy Directors under the DCI - a Deputy DCI for the Central Intelligence Agency and a Deputy DCI for the Intelligence Community (DDCI/IC). Both of these Deputies will be Presidential appointees. Proposed legislation to amend the National Security Act of 1947 to provide for the two Deputy concept is being submitted to OMB by separate letter. These positions

will be coequal in scope and responsibility and will need to be graded at the same level - EP-03.

While the Deputy DCI for CIA will be assisting the DCI in managing CIA, the Deputy DCI for the Intelligence Community will be assisting him in supervising and managing the Intelligence Community.

New and enlarged responsibilities for the Deputy DCI for the Intelligence Community are spelled out in the Executive Order. Principal among these is the requirement to be the principal staff arm of and to provide support to the Committee on Foreign Intelligence (CFI) in:

- Controlling budget preparation and resource allocation for the National Foreign Intelligence Program.
- Establishing policy priorities for the collection and production of national intelligence.
- Establishing policy for the management of the National Foreign Intelligence Program.
- Providing guidance on the relationship between tactical and national intelligence.
- Providing continuing guidance to the Intelligence Community in order to ensure compliance with policy directions of the NSC.

In addition, the Deputy DCI for the Intelligence Community will act for the DCI and exercise authorities and responsibilities delegated to him by the DCI as he may designate. Some of these responsibilities include:

- Serving as Vice Chairman of the National Foreign Intelligence Board (USIB follow-on).
- Supervising the Chairmen of DCI Committees (former USIB Committee Chairmen).
- Acting in the DCI's behalf on CFI matters.

- Serving as Acting DCI in the DCI's absence as the DCI may designate.

#2

3. Associate Deputy Director of Central Intelligence for the Intelligence Community (Assoc DDCI/IC) (EP-04)

Supporting the DDCI/IC will be an Associate Deputy. The Associate Deputy will be appointed by the DCI and will be responsible for assisting the Community Deputy in the discharge of his responsibilities cited above and in the supervision and management of the Intelligence Community Staff. He will act for the Community Director in his absence and will perform such other functions as may be designated by him.

*currently assigned as EP-04*  
*It is assumed to raise other to the EP-04 level*

He will be the immediate supervisor of three Office Directors (two EP-05's and one GS-18), the IC Staff Executive Officer, the CFI/NFIB Executive Secretary, and Special Assistants to the Deputy DCI/IC.

4. Director, Office of Program and Budget Development (D/OPBD) (EP-05)

Reporting directly to the Associate Deputy and Deputy DCI/IC will be a Director of the Office of Program and Budget Development, one of three major components of the Intelligence Community Staff. This position, already graded at the EP-05 level, will be the Community Comptroller and will be responsible for providing primary support to the Deputy DCI/IC, the DCI and the CFI in controlling and coordinating the development of the National Foreign Intelligence Program (NFIP). His main functions include:

- Developing and producing NFIP resource guidance for promulgation by the Chairman, CFI.
- Controlling Community-wide development of the NFIP component programs and budget, objectives and resource requirements.
- Performing CFI staff interface with appropriate elements of the Intelligence Community, the Executive Branch, and the Congress on matters of intelligence program and resource management.

- Identifying and analyzing resource issues within the NFIP; preparing issue or other appropriate staff papers to support the resource decision-making mechanisms.
- Preparing NFIP program recommendations and the consolidated budget; identifying NFIP program and budget issues, including resource requirements, and alternatives.
- Assisting the DCI in his presentation of Community programs and budgets to the President and the Congress.

The Director, OPBD, will be supported by a Deputy Director at the GS-18 level, a Program and Budget Division, and a Program Analysis Division, both headed by GS-17's, and a Data Support Group headed by a GS-16.

5. Director, Office of Performance Evaluation and Improvement (D/OPEI) (EP-05)

#3  
Also reporting directly to the Associate Deputy and Deputy DCI/IC will be the Director of the Office of Performance Evaluation and Improvement. This is a new position which will support the Deputy DCI/IC and the DCI in exercising their responsibility for evaluating and improving the performance of national foreign intelligence activities and programs. His principal functions include:

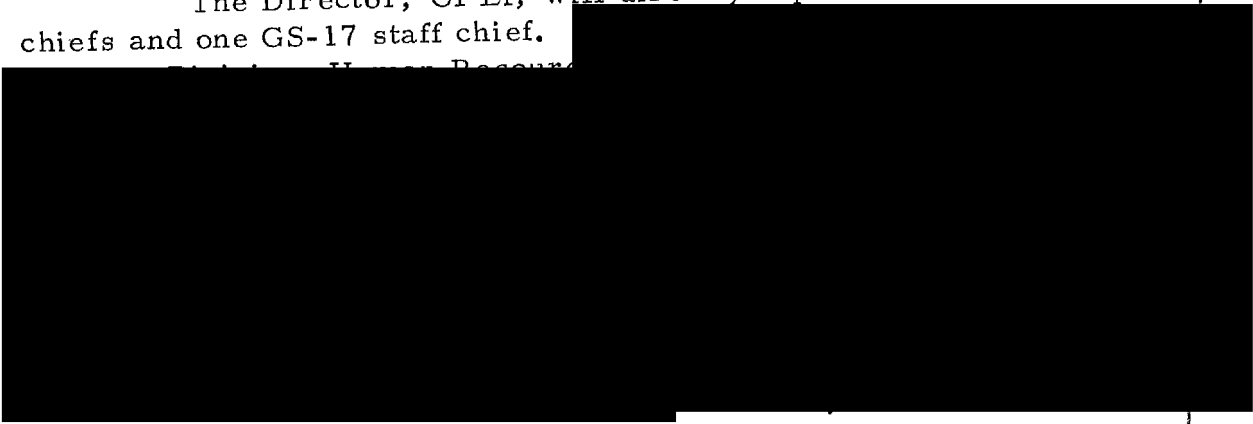
- Developing, maintaining, and implementing requirements systems for collection and production of national intelligence.
- Conducting studies and assessments of collection and production performance of the Intelligence Community.
- Assessing the responsiveness of intelligence activities, projects and systems to consumer and user needs.
- Evaluating and improving the mechanism by which collection and production requirements are established, prioritized, and tasked.

- In concert with the Office of Program and Budget Development, supporting the NFIP program decision making process of the DCI and the CFI, primarily through assessments and evaluations of collection and production activities.
- Supporting the national foreign intelligence policy decision making process of the DCI and the CFI, in concert with the Office of Policy and Plans.
- Performing assessments of the utility and value of collection and production within the Intelligence Community.
- Evaluating and improving the mechanisms and procedures by which national intelligence is collected and produced.

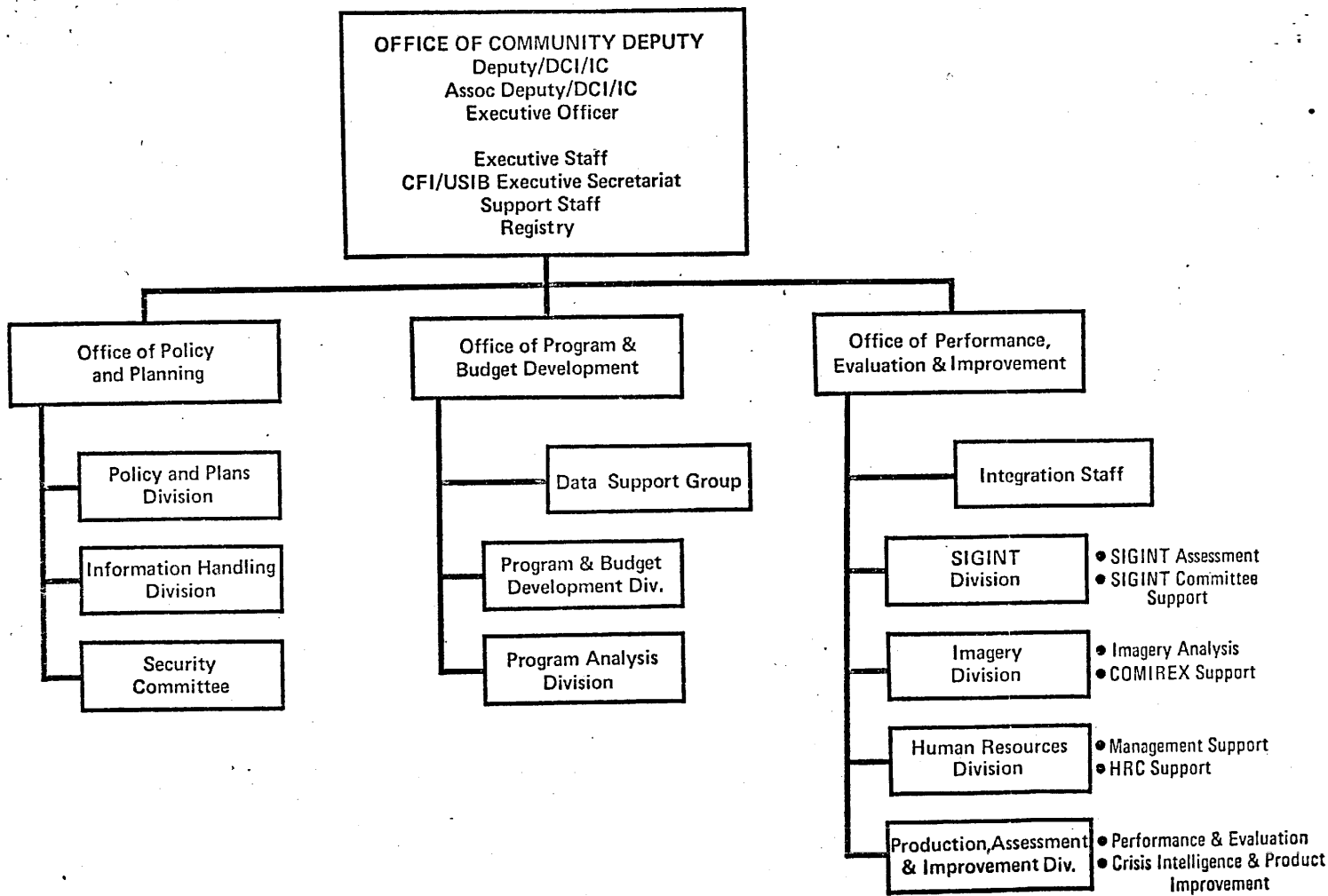
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The Director, OPEI, will directly supervise four GS-18 division chiefs and one GS-17 staff chief.



Attachment:  
Organization Chart



The Honorable James T. Lynn, Director  
Office of Management and Budget  
Washington, D.C. 20503

Dear Mr. Lynn:

Included in the final reports of both the President's Commission on CIA Activities within the United States and the Senate Select Committee on Intelligence Activities were recommendations relative to the role and stature of the CIA General Counsel.

The Rockefeller Commission's Recommendation 10(b) proposed that "consideration should be given to measures which would strengthen the Office's (i.e. Office of the General Counsel) professional capabilities and resources . . . ."

The Senate Select Committee specifically proposed in Recommendation 66 of their Final Report dated April 26, 1976, that "the General Counsel should be promoted to, and the Inspector General should continue to hold executive rank equal to that of the Deputy Directors of the CIA."

Prior to his departure, Director William E. Colby indicated his agreement that the General Counsel should be elevated to an executive level rank equal to that of the Deputy Directors within the CIA. I have already instituted certain actions strengthening the role and organization of the Office of the General Counsel and wish to advise you that I intend to elevate the General Counsel to the rank of Executive Pay Level 4, which is equal to that of the Heads of the four Directorates.

Sincerely,

George Bush  
Director

REFERENCES

I. Rockefeller Committee Report

Pages 87 and 88 "1. The Office of General Counsel"

This passage contains a summary of the role of the General Counsel.

II. Senate Select Committee Report

Pages 280 - 289 "A. The General Counsel"

Pages 459 - 461 "K. The General Counsel and Inspector General"

(Pages 460 and 461 contain Recommendations 56 - 66 relative to the General Counsel.)

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	ACTION	DIRECT REPLY	PREPARE REPLY
	APPROVAL	DISPATCH	RECOMMENDATION
	COMMENT	FILE	RETURN
	CONCURRENCE	INFORMATION	SIGNATURE
<b>Remarks:</b> Jack: Per your request -- here is a justification for EP level jobs for the IC Staff. [REDACTED] would like to know how OMB is going to be approached. Is someone going to make a preliminary call to Lynn? Who? <i>AM</i>			
FOLD HERE TO RETURN TO SENDER			
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